

MEDICAL STAFF

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SURVEY OF THE MEDICAL STAFF

I. Scope, Objective and Summary of Survey

A. This survey has consisted of a comprehensive inspection of the Medical Staff, including discussions with representatives of other Agency components supported by the Staff. The professional quality of the services rendered by the Staff and the competence of its personnel from a medical point of view were not considered* and the survey was limited in scope to an appraisal of mission and functions, organization, management, and intra-Agency relationships.

B. Within this scope, the purpose of the survey has been to determine whether the Medical Staff is performing the proper functions in relation to its authorized mission, and whether it is performing those functions effectively and efficiently.

C. The growth and development of the Medical Staff from a small health unit designed primarily to serve military personnel on detail with the Agency to its present stature is attributable not only to expansion of the Agency, but to an increasing recognition of the need for a sound and progressive medical program tailored to fulfill the specialized requirements inherent in the Agency's operations. The Medical Staff as presently constituted has a personnel ceiling

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D. The nature and scope of the Agency's medical program conforms to the provisions of existing legislation relating to the establishment of preventative health programs for Federal employees. Responsibility for the development and maintenance of this program is assigned to the Medical Staff, and is summarized in CIA Regulation [redacted] dated 5 April 1954. The mission and functions of the Staff as defined and published are in accordance with the provisions of existing legislation and Agency policy, and an accurate reflection of the activities of the Medical Staff and do not duplicate those of any other Agency component.

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E. This survey finds that the Agency medical program as it has been developed under the direction and supervision of the Chief, Medical Staff, is sound, progressive and thoroughly responsive to the specialized needs of the Agency. The policies, procedures and medical standards inherent in the program are designed to promote and maintain the health, morale and emotional stability of Agency employees. There is evidence that the medical program has been effective in raising the quality of Agency employees and improving their health and morale. The medical examination, treatment and referral of Agency personnel in all categories is equitable and thorough and is conducted with proper regard for personal privacy. The Medical Staff examines an impressive number of employees considering its relatively small staff. It is believed, however, that

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[redacted] of preventative health treatment is undesirable and should be corrected. It is also considered in the best interests of the Agency that procedures be developed to provide for the routine medical screening of dependents of employees destined for overseas assignment.

F. The expansion of the Agency's medical program in 1953 to include psychiatric evaluation in recognition of the unusual emotional tensions and stresses involved in Agency employment is sound and has demonstrated its validity in the opinion of the Medical Staff and officials of other Agency components. An adverse reaction within the Agency to psychiatric evaluation has been noted but is decreasing as employees are educated in the purposes of the program and the importance of emotional stability. Plans are in process to improve the effectiveness of psychiatric screening and selection methods by research based on the first two years of experience. An active program for providing psychiatric support to operational elements, envisaging the assignment of permanent psychiatric teams in [redacted] is under consideration and should be approved.

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G. The support provided by the Medical Staff to other components of the Agency is varied as to nature and volume. In general it is characterized by a spirit of cooperativeness and service and is widely appreciated by all components. This is particularly true in the pro-

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